



Position on environment, health & safety (EHS) management

Background

Around the world, Kenvue operates by a set of core values - We Put People First, We Care Fiercely, We Earn Trust with Science, and We Solve with Courage. These values are at the heart of Kenvue's Position on Environment, Health and Safety (EHS). We recognize our responsibility to operate in a manner that safeguards the health and safety of our team members, contractors, suppliers, visitors and the communities where we operate, and promote sustainable practices. We strive to comply with all applicable laws and, through science and data analytics, we seek to continuously advance the effectiveness of our EHS programs.

Our approach

Our approach to EHS is aligned with the three pillars of our Healthy Lives Mission (Healthy People, Healthy Planet, and Healthy Practice), which is our environmental, social and governance strategy designed to advance the well-being of both people and planet.

We prioritize the health and safety of our team members, suppliers, contractors and visitors, and the communities where we operate, in all our EHS decisions and actions. We integrate sound EHS management practices into all aspects of our business enabling us to develop innovative consumer health products while conserving and enhancing resources for future generations. To support the effectiveness of these practices, we utilize a risk-based approach to EHS in combination with a Human and Organization Performance (HOP) perspective.

Our EHS principles

- **Prevention:** We prioritize the prevention of environmental incidents, occupational injuries, and illnesses through risk assessment, hazard identification, and mitigation measures.

- **Compliance:** We strive to meet or exceed all relevant environmental, health and safety laws and regulations, as well as our global EHS Standards.
- **Innovation:** We continuously seek opportunities to improve our EHS performance through regular monitoring, evaluation, and implementation of proven practices and innovative technologies and approaches.
- **Engagement:** We engage with our stakeholders including team members, contractors, suppliers, customers, regulators, and communities where we operate to foster open communication, collaboration, and shared responsibility for EHS.
- **Capacity and resilience:** We provide our team members and contractors with training, resources, and information to understand and fulfill their EHS responsibilities effectively. We engage our teams to learn from incidents as well as normal work, and aim to continuously improve our processes and systems.
- **Transparency:** We are transparent about our EHS performance, goals, and initiatives, and we communicate openly with our stakeholders about our progress and opportunities for improvement.

Our EHS governance

Key governance aspects of our EHS management system include:

- **Leadership commitment:** Kenvue's Global Head of EHS and the Kenvue Leadership Team (KLT) are committed to the principles outlined in this EHS Position and provide oversight, direction and necessary resources. Key EHS metrics, as well as emerging risks and opportunities, are regularly communicated to our KLT and Board of Directors.
- **EHS responsibilities:** Clear roles, responsibilities, and accountabilities for EHS management are established throughout the Company. Ultimately, we believe that every Kenvuer owns EHS and that each team member is responsible for proactively complying with EHS policies, procedures and standards relevant to their job functions.
- **EHS standards:** Our EHS Standards are the foundation of our EHS Management System. They provide clear direction to achieve and maintain compliance and reach a high level of EHS performance globally. These Standards reflect industry best practices and are used to address risks where there may be gaps in local regulations. They are regularly updated through a document control process that governs changes to the Standards. All Kenvuers and partners, including contractors, temporary workers, consultants and visitors are expected to conform to

our EHS Standards.

- **Risk management:** A systematic approach to risk management is in place to identify, assess, and control EHS risks associated with our operations. Risk assessments are conducted regularly, and appropriate controls are implemented to mitigate identified hazards and potential error traps.
- **Performance monitoring:** Key performance metrics are established to measure and monitor our EHS performance. We report key aspects of our EHS performance externally in our annual Healthy Lives Mission Report.
- **Compliance and assurance:** We support compliance with our Position on EHS Management using various methods including, but not limited to, an internal EHS audit program, voluntary third-party certifications (including ISO14001 and ISO45001), local site inspections, compliance tracking and external regulatory assessments. Our “Good Saves” process encourages every team member to “see something, say something, do something.”
- **Learning and competence:** Our EHS training and pre-qualification programs provide our team members and contractors with the skills, knowledge and competence to perform their tasks safely and in compliance with our EHS Standards and applicable legal requirements. We participate with our industry peers, customers, regulatory authorities, and non-governmental organizations (NGOs) to learn and share EHS best practices, and to drive EHS innovation and efficiency, to protect people and planet.
- **Communications:** Open communication channels promote EHS awareness, share relevant information, and encourage feedback from Kenvuers, contractors, and other stakeholders. Regular EHS meetings, EHS communications, information sharing, and awareness campaigns are conducted to foster a proactive culture of safety, compliance, and environmental stewardship.
- **Incident reporting and investigation:** EHS incidents are reported in our global EHS incident management data system. We use a process to escalate EHS incidents to management that includes requirements for initial notification, comprehensive investigation, including an evaluation of human and organizational factors, and corrective actions to prevent recurrence. To assist in preventing severe injuries and fatalities (SIF), we similarly investigate events that are SIF-precursors (SIF-p), to mitigate more severe risks before an incident occurs.
- **Emergency preparedness:** We maintain effective emergency response plans and procedures to seek to mitigate and reduce the potential impact of incidents and protect the health and safety of our teams and surrounding communities.

- **Continuous improvement:** To support effective issue resolution and prevent recurrence, we utilize a Corrective and Preventive Action (CAPA) process to identify and address root causes and potential error traps. Lessons learned from EHS incidents, SIF-p events, Good Saves (including near misses), evaluation of normal work and program audits are also used to drive improvements. Additionally, we encourage team members to report to management any behavior or condition inconsistent with this position and to express ideas on how we may improve our EHS performance.

Learn more

- Please visit our [website](#) for additional position statements and to review our [Kenvue Healthy Lives Mission Report](#).